

ABSTRACT

Globalization raises a very tight competition in all areas including the airport where private businesses and regional government is currently allowed to operate the Airport. In order to win the competition is handling human resources becomes very important, one problem of 'human resources is important is how to improve the performance of airport employees to win the competition.

To achieve those objectives, developed a research model using four variables, namely HRM practices, leadership, job satisfaction and employee performance. Data on these variables is obtained by questionnaire that is distributed to 130 employees of Ahmad Yani Semarang Airport. Data then processed using the analysis of Structural Equation Modeling (SEM).

Results of data analysis showed that the tested five hypotheses can be proved statistically, that the practices of human resource management proved to have a positive impact on job satisfaction, leadership was provedgive positive effect on job satisfaction, job satisfaction proven positive effect on employee performance, human resources management practices was proved give positive effect on employee performance, leadership was provedgive positive effect on employee performance.

Keywords: HRM practices, leadership, job satisfaction, employee performance.